

EXHIBIT 3

Standard Form 50
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 286-33, Subch. 4

IFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle)	ABRANTE, JOSE M	85049	2. Social Security Number	3. Date of Birth	4. Effective Date
			10-19-03		
FIRST ACTION			SECOND ACTION		
5-A. Code	5-B. Nature of Action		6-A. Code	6-B. Nature of Action	
702	PROMOTION				
5-C. Code	5-D. Legal Authority		6-C. Code	6-D. Legal Authority	
ZVC	P.L. 107-71				
5-E. Code	5-F. Legal Authority		6-E. Code	6-F. Legal Authority	

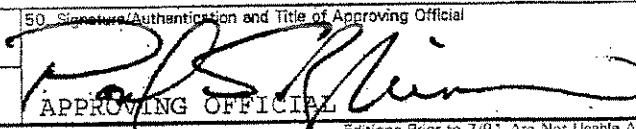
7. FROM: Position Title and Number	15. TO: Position Title and Number										
SUPERVISORY TRANS. SECURITY SCREENER	SCREENING MANAGER										
PD NO=SA-HNLSG	BU NO=APTSCH	PD NO=SA-HNLSMH	BU NO=SCRMGR								
ORG=2B11HNL00	CST CNTR=2B11	ORG=2B11HNL00	CST CNTR=211HNL								
8. Pay Plan	9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis	16. Pay	17. Occ.	18. Grade or Level	19. Step or Rate	20. Total Salary/Award	21. Pay Basis
SV	0019	G	00	\$47,838	PA	SV	1801	H	00	\$51,665	PA
12A. Basic Pay		12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay		20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay		
\$47,838		\$0	\$47,838	\$0		\$51,665	\$0	\$51,665	\$0		

14. Name and Location of Position's Organization	22. Name and Location of Position's Organization
AUS FOR AVIATION OPERATIONS	AUS FOR AVIATION OPERATIONS
AVIATION OPERATIONS DIVISION	AVIATION OPERATIONS DIVISION
WESTERN AREA	WESTERN AREA
HONOLULU INTERNATIONAL AIRPORT	HONOLULU INTERNATIONAL AIRPORT
HONOLULU, HI	HONOLULU, HI

EMPLOYEE DATA			
23. Veterans Preference	24. Tenure	25. Agency Use	26. Veterans Prefer RIF
1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensable	5 - 10-Point/Other 6 - 10-Point/Compensable/30%	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
27. FEGLI	28. Annuitant Indicator	29. Pay Rate Determinant	
CO BASIC LIFE ONLY	9 NOT APPLICABLE	0	
30. Retirement Plan	31. Service Comp. Date (Leave)	32. Work Schedule	33. Part-Time Hours Per Biweekly Pay Period
K FERS & FICA	09-29-02	F	

POSITION DATA					
34. Position Occupied	35. FCSA Category	36. Appropriation Code	37. Bargaining Unit Status		
1 - Competitive Service 2 - Excepted Service	3 - SES General 4 - SES Career	E - Exempt N - Nonexempt	SEE REMARKS BELOW 8888		
38. Duty Station Code	39. Duty Station /City - County - State or Overseas Location				
15-2400-003	HONOLULU, HONOLULU, HI				
40. AGENCY DATA	41.	42.	43.	44.	POSITION SENSITIVITY = 5
SP PROG=00	SUPV CSC=2	POS TYPE=2			

45. Remarks
APPROP = 05AV.000/000/SCRMGR/2B11HNL00/1111 SALARY IN BLOCK 12A IS BASED ON PAY BAND G, SPECIALIZED JOB CATEGORY, MANAGER LEVEL 1. ENTITLED TO 25% COLA IN ADDITION TO SALARY IN BLOCK 12C. SALARY IN BLOCK 20A IS BASED ON PAY BAND H, SPECIALIZED JOB CATEGORY, MANAGER LEVEL 1. ENTITLED TO 25% COLA IN ADDITION TO SALARY IN BLOCK 20C. COST OF LIVING ALLOWANCE SUBJECT TO CHANGE WITHOUT WRITTEN NOTICE. PROBATIONARY PERIOD FOR SUPERVISORY/MANAGERIAL POSITION COMPLETED. SELECTED FROM CERTIFICATE # TSA-03-836, DATED 8-29-03.

46. Employing Department or Agency	47. Agency Code	48. Personnel Office ID	49. Approval Date	50. Signature/Authentication and Title of Approving Official
DEPARTMENT OF HOMELAND SECURITY/TSA	HSBC	1598	11-06-03	

5-Part

2 - OFF Copy - Long-Term Record -- DO NOT DESTROY

Editions Prior to 7/91 Are Not Usable After
6/30/93

NSN 7540-01-333-6236

EXHIBIT

3